



**Association
of Registered
Interior Designers
of Ontario**

2020 annual report

Association of Registered
Interior Designers of Ontario

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Message from the President

In spring 2020, ARIDO like many of our members, was unaware of what the year would bring- to us both personally and professionally.

The pandemic hit as I entered my second term as President and at a time when the ARIDO staff and Board of Management were excited to start a new year. We had our sights on many ambitious goals. A second term as President for me represented my continued belief in our association and the part it plays in keeping the profession connected. A second term also represented my desire to continue supporting ARIDO's efforts in our collaborative work with the OAA to move the Direct Regulation Model forward. A focus, that when achieved, will elevate the profession, and bring the recognition we all desire.

It has been a year of much hardship, unease, and challenges for our community and the world. The impact of the pandemic has our community concerned as to how the profession will forge ahead and thrive amidst sporadic stoppages to which construction activities are be considered "essential". For the association, 2020 was the year a pandemic influenced our strategic plan and roadmap for the year. While the Board of Management had outlined its priorities and strategies for the year, the complications of the pandemic directed the association to change some services and offerings to our membership, abruptly.

At the first Board meeting following the AGM, we reviewed our newly released strategic plan and discussed many considerations we knew we had to face. Like many of you, we did not have a crystal ball to guide us or predict the future. What we did know were the unknowns. There was no way of foreseeing how long the pandemic would last or what economic recovery for the design and construction sector would look like. We were unable to predict the short and long-term effects on the profession and the design sector in Ontario.

With so many unknowns, one thing was certain: our discussions and decisions had to focus on maintaining the sustainability of our association and support to members. The Board and staff worked together to revise our strategy for the year, assessing where we believed ARIDO could bolster the profession during the pandemic, and identified what opportunities might exist. We also focused on issues within our control: by homing in on issues where our members would need support, and which original priorities would be impacted. We also determined which strategic priorities could continue amidst the pandemic.

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Association travel for Board and staff was suspended, and both groups were instructed that all meetings take place virtually. All ARIDO events slated for the first and second quarter, typically carried out in person, were cancelled except for the ARIDO AGM which was held virtually including online voting.

The 2020 ARIDO Renewal deadline was extended from March 30, 2020 to June 30, 2020, allowing those members who had not yet renewed more time to determine how they would continue with their membership for the year. Many members were reporting negative impacts to their business or employment.

We immediately engaged our legal partners WeirFoulds LLP, on navigating Ontario's closure of non-essential businesses with the introduction of the Emergency Management and Civil Protection Act. Our work with WeirFoulds provided a sound legal interpretation for the association on the impact to interior design services during the spring lockdown. The ARIDO and WeirFoulds teams worked closely together during 2020, as needed, to interpret legal (findings/language/ and updates on essential and non-essential construction activities for members to better understand how to comply with restrictions without halting projects or closing practices. ARIDO staff fielded questions and assisted with navigating through project scenarios as best they could. This work continues into 2021, and we are grateful for the guidance and support ARIDO has received from WeirFoulds to date.

Finally, the ARIDO Awards Program was suspended and a Task Force was assembled to

assess and overhaul the 36-year-old program. This decision was influenced by the cancellation of the 2020 Awards Gala, an event that brings together hundreds of our community members together. It was a stroke of luck that ARIDO had not yet booked a venue for the Awards Gala when the pandemic hit. We were not one of many organizations which were engaging legal counsel to exit a venue contract with minimum financial and legal repercussions. With in-person events taking a backseat, we took this opportunity to halt the program for the year and conduct a long overdue rebuild of the program.

Like many other organizations and groups, ARIDO also reflected upon and discussed global events which laid bare the ongoing systemic racism and inequity that is built in to many institutions in our society. ARIDO recognized it is not unique in this, and has acknowledged the association can be a stronger industry leader by addressing the under-representation of Black, Indigenous and people of colour within the interior design profession and strengthen our work to foster equity and diversity.

The Board and staff saw an opportunity to identify areas where we can enhance the association's commitment to accessibility, equity, diversity, and inclusion. The work has begun with a newly

formed Diversity and Inclusion Committee that is developing a roadmap of priorities and strategies. The Board also instructed all existing committees that they also explore ways for improvement across the association.

In fall 2020, the first impact of this work resulted in the 2020 call for the ARIDO Board of Management nominations acknowledging the current under-representation of Black, Indigenous and people of colour on the ARIDO Board of Management. The Board took this opportunity to seek nominations of members who identify with under-represented groups for the 2021 Board and beyond. With greater diversity on the Board of Management, ARIDO can work towards an enhanced and elevated commitment to accessibility, equity, diversity, and inclusion for all within our profession and community.

On the legislative front, ARIDO and the OAA had secured meetings in March 2020 with the Premier's office, Municipal Affairs and Housing and the Attorney General's office. These meetings allowed both organizations to present the proposed Direct Regulation Model to policy advisors in order to obtain feedback. While these meetings were successful, it was understood by both organizations that collaborative work with government on this file would not take priority its management and response to the pandemic or public safety.

After remaining in touch with our government contacts, the Joint Task Force reconvened with a follow up to Attorney General's (AG) office. ARIDO and OAA were acknowledged for their

work together on the model to date and while their review did not identify any preliminary concerns, it was recognized that a valid public interest issue existed. It was recommended that ARIDO and the OAA continue to collaborate on the file and explore discussions with other Ministries and stakeholders, while government continued to focus on the pandemic. Following the June 18, 2018 member vote in favor of the Model, this initiative continues to be a priority for Board and staff recognizing the temporary pause the pandemic has placed on our collaboration with government.

The ARIDO Board also wrote to Premier Doug Ford offering the support of ARIDO and encourage the engagement of the profession as we consider interior spaces during a global pandemic. We received a response and offer for engagement from the Honourable Minister Steve Clark, Municipal Affairs and Housing, acknowledging the need for qualified professionals in the repurposing of existing buildings and areas of buildings to increase capacity, maintain distance between people, and avoid overcrowding. In working with the MMAH staff, ARIDO has now been engaged in the creation of a co-living guide which supports the Ministry's mandate for affordable housing. An advisory group has been formed internally that is working on the development of this guide.

Lastly, our desire for an invigorated relationship with our national body Interior Designers Canada was realized with the appointment of Trevor Kruse as CEO. While the working relationship between ARIDO and IDC over recent years has

been spotty at best, the ARIDO Board and staff are proud that one of our own Registered members and a past ARIDO President, has taken a leadership position with IDC. Trevor's long-standing history in the profession, with both ARIDO and IDC, provides a great opportunity to ignite collaboration between our organizations again. Shortly following Trevor's appointment, the Board struck a task force comprised of Board of Governor members mandated to open discussions directly with IDC on behalf of the Board and our members. Initial meetings between the two groups in late 2020 resulted in many opportunities identified for work together in 2021.

As ARIDO continues forward, there is a need for more leadership with the exuberance of youth to take a larger place in furthering our cause. It is our association that works behalf of members, where members dedicate their time, and shape its current state of affairs and its future. The staff support this work as our consistent personnel and keep our daily operations going. I am proud to have served another term alongside my fellow leaders and the ARIDO team.

As I hand off the President role to Nadia Kunhi, I'm eager to see how the Association will continue to grow and support members over the next several months and years. To me, continued involvement with ARIDO and support of the profession is essential. This term as President has only strengthened my belief in the importance of ARIDO to me, my practice, and the design community overall.

I'm eager to see how the Association will continue to grow and support members over the next several months and years. To me, continued involvement with ARIDO and support of the profession is essential.



David Gibbons
President 2020/21

Message from the President Elect

I'm pleased and excited to be back on the ARIDO Board of Management, and more so in the President-elect position.

Prior to stepping into the role last spring, my most recent involvement at the Board level was in 2009. I remained in contact with many of my peers and the staff, and had watched and experienced the evolution of our association over the past several years.

In my time as a Registered member and past Western Ontario Chapter President, I have seen many sides of ARIDO: the challenges it and the profession have experienced over the years, such as legislative pursuits and recognition for a defined identity; the restructuring in 2010 of regulatory and advocacy functions between the provincial organizations and IDC; the challenges locally in our WOC chapter that ARIDO members have faced. And most recently COVID-19.

My decision to return now was to do my part to ensure that the hard work and accomplishments made to date will continue. As a volunteer, especially at the Board or Committee level, you have a thorough understanding and appreciation for all the individuals who continue to put energy, time, and effort towards furthering the association and profession as a whole. I know this firsthand from my previous involvement in the By-law com-

mittee, IIDEX committees, school visits, Awards judging in 2018, Fanshawe College Interior Advisory Committee, WOC president, sitting on the board and lobbying alongside ARIDO with local politicians. These opportunities provided me with insight into the work our organization does, behind the scenes, on behalf of members.

Over the past year as President-elect, I have learned more about how the association continues to grow and progress. Reviewing the 2020/21 Strategic Plan opened my eyes further to all the activities and work being carried out. Our past accomplishments and the planning involved for 2021 broadened my perspective of the determined, passionate, and devoted volunteers and staff, representing the countless hours of work and volunteering to enhance and further our profession.

As an Interior Designer from London, I'm encouraged to see the association focus on uniting the province and supporting members across Ontario. ARIDO's seat at the table with eight other provincial bodies and IDC enhances that unity across our great country. ARIDO plays a strong leadership role both at the provincial and national level, advocating for the care, support, and elevation of our amazing profession. I'm looking forward to continuing to strengthen ARIDO's relationship with our fellow provincial bodies, as we all continue the fight for regulation,

and the recognition of the profession in each jurisdiction. Working with IDC will be crucial as they expand their advocacy efforts on behalf of interior designers across Canada. Provincial and national unity of our profession and community is more important now than ever before.

Enhancing equity, diversity, and inclusion within the Ontario profession and community will continue to be a priority for ARIDO during 2021 and beyond. I applaud our Diversity and Inclusion Committee in their efforts to date as they have carefully considered the appropriate first steps for the association. Their sensitivity to leading the process from a place of inclusion can only ensure changes we make break down any existing or potential barriers in our community. As the leaders and regulators of design for the interior environment, our profession has the opportunity to influence better planning throughout the built environment, ensuring good design is available to all.

Under the leadership of the Board and the Diversity and Inclusion Committee, it will be vital for ARIDO members to actively participate in the next steps. There will be a call for your participation in a province-wide membership survey. This will ensure the Board and committee do not work in a silo, and will give each and every member the opportunity to share, in confidence, what they need and want, as well as their vision for an inclusive and diverse profession. This survey will also provide an opportunity to report to ARIDO any oppressive or discriminatory activities and behaviours that must be addressed. A move toward diversity, inclusion, and equity cannot hap-

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pen via the efforts of head office or the committee alone, it requires our community to join in.

As the global pandemic continues into 2021, ARIDO remains committed to supporting our members, where we can, in mitigating or navigating its impacts on members, their practices, and livelihood. I believe in the resilience our members and profession have demonstrated over the years. The role that the membership plays, and will continue to play, in reinventing and designing interior spaces will be vital for economic growth and supporting society's recovery.

In spring, we will see the launch of the revamped Awards Program that is aimed at celebrating inclusion of all members practicing across Ontario and the innovation we practice in design daily. While the pandemic continues to restrict in-person gatherings, the ARIDO staff have explored several options to keep our community connected. This will include the return of the ARIDO Awards Gala in a hybrid format allowing our members and community at large to safely celebrate excellence in interior design again. Having judged the Awards in the past, we realize the talent of our

members, how strong the profession continues to be, and how well-respected Canadian design is globally. As we roll out the new program, I encourage members from all sectors and regions to bring your projects forward.

ARIDO will also be launching a new supervised work experience requirement and program for Intern members. The development of this program was mandated from the work between ARIDO and the Ontario Association of Architects (OAA), and the future Direct Regulation Model. As ARIDO prepares for the role it will play in partnership with the OAA, ARIDO will be accountable to government and the OAA for assessing and determining if individuals have met the qualifications required to obtain a license to practice.

In reviewing the current supervised work experience requirement, it was identified that it was based upon the NCIDQ's Examination Eligibility Path where applicants reported their experience directly to a third party. The need for ARIDO to take a more accountable role in confirming requirements prompted the Competency Mapping for Interior Design Experience Requirements (CMIDER) project in 2019 with the mandate to develop a qualifications assessment for the experience requirement.

The result of the CMIDER project is a competencies-based work experience requirement that clearly outlines the on-the-job tasks an Intern must complete under the supervision of a qualified practitioner. This new requirement will empower Interns to identify areas of experience they must develop as they navigate their path to Registered membership. It will provide a consistent level of training for Interns across Ontario.

This next generation of grads will need our support. We have witnessed their challenges over the past year, including a lack of co-op and volunteer hours which they require in order to graduate. It is our responsibility as a profession to help those starting down the path to Registered membership.

Recently, I have reflected on entering the profession and my early years of practice. We all remember how challenging that transition can be. Many of us were fortunate to have a practitioner who extended a hand to us as mentors or left an impact that helped us grow as professionals.

Prior to the pandemic, the transition from school into the industry was intimidating as graduates were eager to get their footing in a design firm. This next generation of grads will need our support. We have witnessed their challenges over the past year, including a lack of co-op and volunteer hours which they require in order to graduate. It is our responsibility as a profession to help those starting down the path to Registered membership. I hope you will join ARIDO in supporting their growth and next steps where you can.

Lastly, moving the Direct Regulation Model forward will continue to be a priority for 2021.

While our work with government is paused due to the pandemic, we can take this opportunity to explore the internal impacts of the model and identify opportunities and gaps that may exist which can support the structure of the model. This will in-turn help ARIDO to identify and prepare what future resources we may need in order to sustain and support the transition to regulation in the future. We will continue to work in partnership with the OAA toward the regulation of Interior Design through the *Architect's Act*.

While the world around us and the way we do business is always changing, these are exciting times. Member voices from all parts of Ontario have been heard.

Our success is the direct result of collective hard work and a continuous devotion to what we want interior design to become. I am honoured to take up this role in supporting and advancing the interests of the members, and I am thrilled at the prospect of representing the profession in this new decade as ARIDO's next President.



Nadia Kuhni
President 2021/22

Message from the Executive Director

April 2021 will mark my tenth year with ARIDO. I've learned much over the last decade; the great work of the profession and the role it plays in the design and construction industry.

I've also spent much of that time getting to know members, and building relationships with them along with other design professionals across Canada and industry stakeholders.

My time at ARIDO began following the restructuring of regulatory and advocacy functions between the provinces and IDC. Our focus as an organization at that time, was to continue building and aligning the organization towards a future with regulation, one that would bring ARIDO closer to a regulatory framework in advance of obtaining legislation.

As I celebrate this milestone, one thing is certain; so much has changed over the past year. Our world began to change in March 2020, pushing change in the way we do business. ARIDO and the team deployed to a work from home immediately, understanding there would be many unknowns yet to come. Our daily operations and infrastructure were already cloud based, and ARIDO had replaced old computer equipment over the years ensuring all staff had laptops. This enabled us to mobilize quickly and immediately set up our operations remotely from our homes on March 17, 2020.

In late 2019, a renovation of our existing Board-rooms integrated meeting technology enabling us to pilot Zoom for Board and Committee meetings by January and February 2020. Our timing around the integration of this technology ensured an immediate transition of all meetings remotely and uninterrupted continuity of staff, board, and committee meetings virtually. This allowed the staff to keep pushing the organization's priorities over the last 12 months, uninterrupted.

Our first real Covid-19 challenge in 2020 was the need to immediately and quickly transition the 2020 ARIDO AGM from an in-person event to a virtual meeting. This meant legally navigating the contractual obligations with the venue originally planned to host the 2020 AGM in person. We worked with legal counsel to identify how ARIDO could pull out of the venue contract with little or no financial repercussions due to the unexpected pandemic and government restrictions. Thankfully, we were successful and released from our obligations, allowing us to move forward with a virtual AGM in less than 2 weeks, saving our expense budget, and adhering to our organizational obligations to hold an AGM. In addition to holding a successful AGM online, technology enabled ARIDO to hold its first ever online AGM vote.

April has traditionally kicked off ARIDO Awards season with the launch of the annual submissions process and planning for a fall gala. Understanding the unknowns and unsure if in-person gathering would be allowed in fall, the staff and Board reviewed and identified risks with proceeding with planning for a fall, in-person gala event. Hesitation around legal issues related to entering a contract grew, along with the unknowns of public gatherings for the fall. It was quickly identified that a decision to safeguard the organization le-

gally and financially was needed. It also meant, we could justifiably pause and overhaul our 40 year old awards program.

Risk mitigation would become an active conversation around the staff and board table throughout most of 2020. The impact on social gatherings would extend beyond the ARIDO AGM and Gala, and also filter down to Chapter events. The plans our Chapters had for community gatherings and events for 2020 were halted for quarter 1 and 2, with some virtual activities picking up in the late fall.

While much has changed for our organization around our ability to network and stay connected to our community in the ways we were used to, the day to day ARIDO continues. From school visits to membership support and programming, ARIDO upheld most of its programming. And where business as usual needed reassessing, we adjusted operations and strategies to adapt. Title enforcement continued throughout 2020, as we anticipated ongoing cases of title misuse. Competition for business in a strained market would be prominent more than ever, and ARIDO continues to accept reports on infractions, investigate them, and enforce them accordingly under Bill Pr6.

By fall 2020 it was becoming apparent, that our new reality would continue in its changed state, impacting our ability to hold public events and gather as a community. This brought an enhanced awareness of the importance of technology and its ability to transform businesses even during the most difficult of times. While ARIDO had all it needed to keep operations moving forward virtually, we had to expand our existing technological resources in order to support community

and association events. Staff explored various virtual platforms and, like many of you, attended other industry events to gauge several platforms being used. Our goal was to discover existing technology that would enable interactive ARIDO and Chapter events that would support networking until we could return to gatherings again.

As we forge ahead into 2021, ARIDO will leverage technology to support events such as the AGM, Chapter gatherings, and the Awards Gala to occur virtually, while reconnecting with our community. We are excited to utilize this technology to connect with you and to re-establish our relationships with our members and the design community at large.

Our staff resources will continue to move ARIDO forward as the pandemic continues. I encourage you to reach out to the appropriate team member as needed for support. We look forward to working with you and supporting you for the coming year.



Sharon Portelli, CAE
Executive Director and Registrar

ARIDO Staff



IRMA KEMP
Executive Assistant



ALI MOENCK
Communications Coordinator



SANDRA NOBLE
Manager, Membership



JOSE TANABE
Regulatory Coordinator



MAYA VNUKOVSKY
Membership Coordinator



HARRISON ZHANG
Manager, Accounting

2020 Strategic Pillars

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Communications

The Communications Committee achieved many of their 2020 goals despite the global pandemic. With virtual meetings and a dedicated and driven team, the committee set a course to achieve their ongoing goal of ensuring “ARIDO members are informed about what we are doing, where we are going and what we offer.”

When the pandemic started, members were kept abreast of the latest developments from the association and government via regular emails as well as a dedicated page on the ARIDO website. Partners like WeirFoulds LLP and Kriens LaRose were engaged to point members to reliable information on the issues which were affecting members’ work and projects. Throughout the year, updates were sent by email and added to the Updates and Resources page.

The new website launched completely in April and it provides a refreshed online presence for ARIDO and a more robust members-only section to host tools and resource for members, rebranded to ARIDOaccess. New tools such as the Job Board and CEU listings have been embraced by members and the industry, with the Job Board amassing 31 posts in 2020. The new format for the members-only section gathers content together in related pages, and provides a more streamlined experience.

As part of their mission to engage more Registered members in BLOG//ARIDO and provide support to get started with posting on the blog, the BLOG//ARIDO Bootcamp was launched in August and was offered a total of three times in 2020. The 4-week program breaks down creating a profile, gathering blog content, and

creating their first post for Registered members in bite-size chunks. Fourteen Registered members participated in the program. Videos which explain how to update your profile in the Membership Gateway and post to BLOG//ARIDO were created to provide another resource to encourage members to take advantage of this benefit and to boost the quality of resources on the blog.

In September, a campaign on professional development requirements was sent to members by email, as the 2019-21 cycle was nearing its end. The campaign reminded members about the acceptance criteria and types of acceptable activities as well as many of the places structured learning credits could be found by members. A video in reporting credits in the PD Dashboard was also created and is an ongoing resource for members.

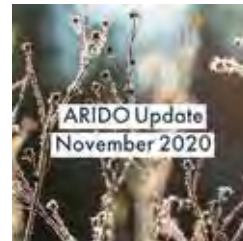
The refreshed website also provides a home for the Intern Career Guide, a new benefit launched by the Intern Committee in January, 2021. With five wiki-style pages on the Guide’s main subjects, members can browse directly to the content they need, and information like videos and hyperlinks can be included directly in the content. This online format also ensure updates can be made rapidly to address any changes or additions to the content.

Some of the tools and resource produced by ARIDO in 2020

As part of the launch of the Intern Career Guide, the Communications Committee hosted a panel discussion called 'Adapting to Change: A virtual event for Interns' which addressed the issues Intern members may be facing due to the pandemic, and provide support, inspiration, and an opportunity to network with fellow Interns. Hosted by Communications Committee Co-Chair Golnar Raissi-Dehkordi, Registered members Tatiana Soldatova and Maia Roffey shared their experiences of working through challenging economic situations and provided lots of insight on actions Interns can take to navigate the changing career landscape.

Social media was also an avenue the committee pursued more aggressively throughout 2020. Weekly Instagram polls on Wednesdays were regular opportunities to poll members and generate discussion about working in the field, work habits, design preferences and occasionally, ARIDO compliance. They are continuing to be regular touch points for members in 2021. The videos on posting to the blog and reporting PD were also re-formatted for IGTV to provide several places for members to view this content.

The channel which grew the most in 2020 was interestingly ARIDO's LinkedIn page. LinkedIn was used more frequently in 2020 to provide career and subject related updates to the membership and industry.



The audience is a blend of both members and industry professionals which provides an opportunity to promote content to members, while publicizing the association’s duties and standards to the wider provincial design and construction network.

In 2019, the video versions of the monthly ARIDO Updated were launched and did gain traction among members, however, throughout 2020 viewership of these videos decreased, likely due to the increased amount of time members needed to spend in front of screens. The committee has decided to pause this format of the video updates for now, and resume when more in-person interaction is able to take place in future.

Because of the pandemic, member communication was more important than ever in 2020. ARIDO worked to provide many avenues for members to receive support and information from the association. Despite the situations worldwide, the Communications Committee was able to continue their work, and hopefully provide value and resources to keep moving.

	2020	2019
Instagram	2,875	2,175
Facebook	2,139	1,690
Twitter	1,188	1,160
LinkedIn	1,253	896

13 paid Job Board posts
 (31 posts in total)
 +
 6 paid CEU posts
 =
\$3,220.50
 revenue*

Haven't had a chance to review the member tools and resources that were produced in 2020? Head over to [ARIDOaccess](#) and click on the 'What's New?' page.

- Form 1000 Best Practice tool
- THIS is what I do for a living - Marketing Toolkit
- Fixed Fee Offering from WeirFoulds LLP
- Intern Career Guide



Professionalization

In early 2020, the ARIDO staff and Board of Management were excited to start a new year and had several ambitious goals. This included the ongoing work with the OAA on the Direct Regulation Model with the goal of connecting with Ontario Government obtaining feedback on the proposed model.

In early 2020, the two organizations secured several meetings with provincial government as follows:

- Attorney General's office on February 24, 2020
- Premier's office on March 5, 2020; and
- Ministry of Municipal Affairs and Housing on March 11, 2020

Following the province-wide shut down in late March, it was understood that provincial government's priority would be public safety and strategies surrounding its management and response to the pandemic. Mitigating the risks associated with the pandemic along with supporting the public and economy continues to be their primary focus.

Throughout the remainder of 2020, ARIDO and OAA remained in communication with our government contacts. In late summer, a follow up with the Attorney General's (AG) office occurred in an effort to obtain the feedback on the model.

ARIDO and OAA were acknowledged for their hard work on the model to date. While it was also recognized that a valid public interest issue was identified in our submission, the Ministry

was not prepared to move the file forward at the current time. Specifically, with the current pandemic and existing work in several other areas that have been a priority for the Ministry, they did not have the capacity to focus on this file at the current time. The Policy Advisor encouraged the two organizations to continue working in collaboration on the file and to also explore discussions with other Ministries and stakeholder groups that may be affected by the model.

While there was hope to keep the file moving forward, the unexpected pandemic this year has resulted in a temporary pause on this work with government. ARIDO and the OAA will continue their work on several developmental aspects of the model with a commitment to regroup with government in the 2021.

Membership

The ARIDO Membership Committee made it a priority over the past year to focus on small business support and affinity programs for our membership. The Committee endorsed the new Weirfoulds LLP Legal Services Fixed Pricing Agreement and implemented the Perkopolis affinity discount program.

The ARIDO Intern Committee launched the new Mentorship program in June of 2020 and it was a huge success. The program facilitated mentorship opportunities for 65 Intern/Student members who were able to participate in an interactive mentoring experience including an NCIDQ study group.

The Intern Committee also completed the development of the Intern Career Guide which has been launched online through ARIDOaccess. The Guide is a comprehensive resource of up to date information for Intern members as they build their careers and work towards Registered membership.

The ARIDO Membership and Intern Committees then joined together to focus on enhancements to the Mentorship program. Together, they are currently developing NCIDQ training presentations along with a Mentor and Mentee Guide to support program participants and enhance the learning experience.

ARIDO worked with the Scholarship Committees to promote and support the Membership Pillar by administering the Norma Ruth Ridley Scholarship, the CTI Working Environments Scholarship, and the ARIDO Art Appreciation Scholarship in partnership

with Doner Turrin Inc, with active participation from students across Ontario.

Overall, ARIDO held a steady positive membership growth rate of 3.7% by year-end through focussed recruitment and retention efforts.

Membership Statistics as of December 31, 2020

	2019	2020
Registered	1072	1058
Registered Non-Resident	55	53
Educator/Registered-Educator	33	34
Intern	517	591
Intern Non-Resident	7	9
Retired	56	44
Life Member	203	226
Honorary	27	27
Inacve Registered	12	28
Inactive Intern	5	9
Total before students	1987	2079
Student	785	846
Total Membership	2772	2925

Provincial Advocacy

Now in its second year of existence, the Provincial Advocacy Committee continues to work towards its strategic goal of advocating for the profession and ensuring the public is aware of the importance of engaging an interior designer.

Advocating on behalf of the profession

ARIDO lobbied against 5 RFPs for interior design services and 1 RFP for a Source List (SL) for consulting services, including Interior Design.

An RFP issued was for the establishment of two consultant source lists by BGIS: SL1 (Project Value of less than \$1,000,000) and SL2 (Project Value between \$1,000,000 and \$20,000,000). Interior Designers were only considered for SL1, limiting interior designers from the ability to be bid on and be considered for interior design projects where the project value is greater than \$1,000,000. ARIDO and IDC lobbied on behalf of the profession directly with the issuing party and were successful in an amendment issued, allowing interior designers to qualify for the source list for projects valued greater than \$1,000,000.

ARIDO was also successful with a City of Mississauga RFP which was released for the establishment of a Professional and Consultant Roster in relation to its program of maintaining the life cycle renewal and improvements of its current portfolio of buildings. Excluded from that RFP was an interior design roster category.

This meant that only Architects and Engineers could qualify for a roster that was clearly focused on interior work. ARIDO wrote to the City of Mississauga, recommending a third roster category for Interior Design Services be created enabling ARIDO members to also qualify.

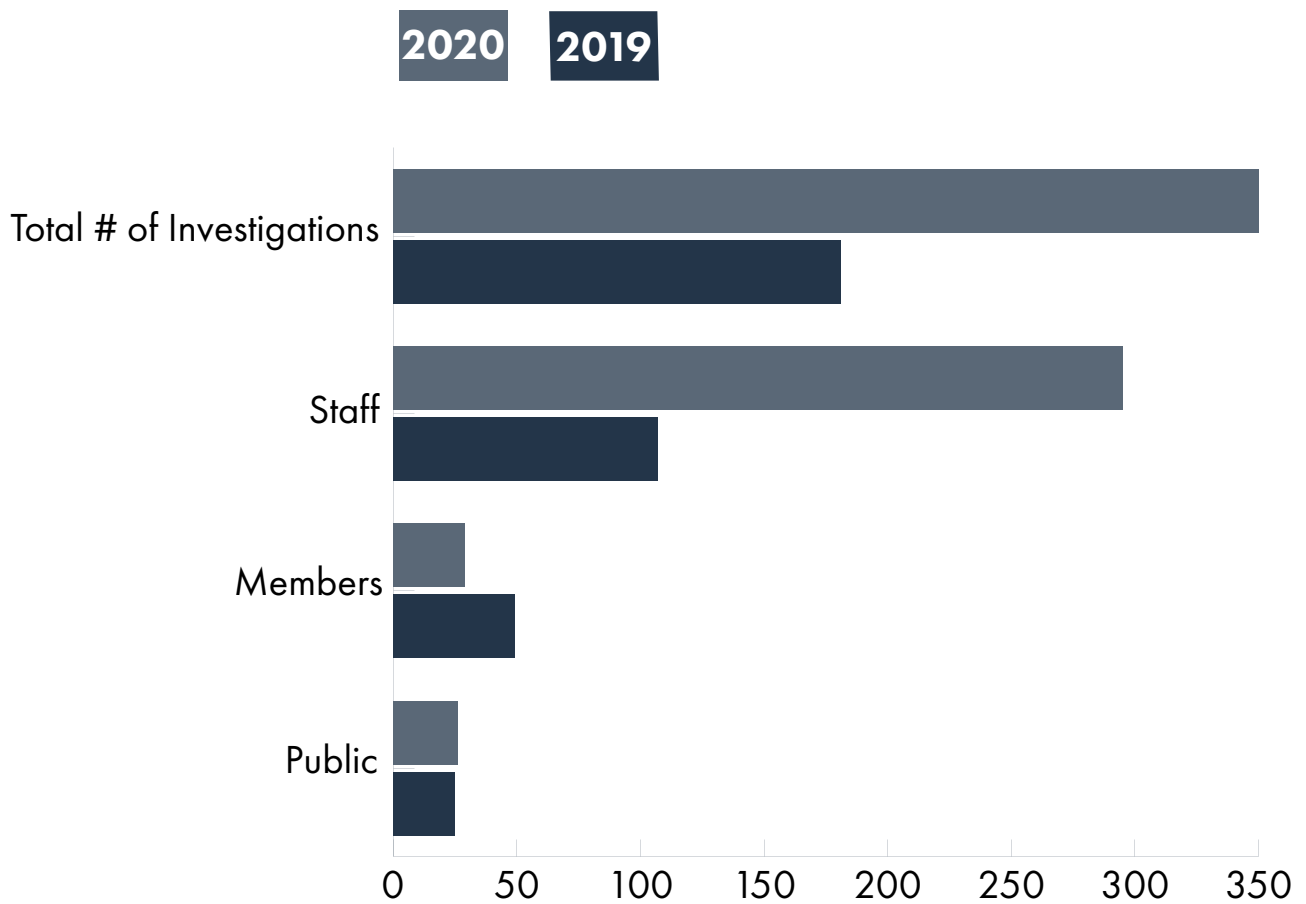
The City of Mississauga responded to ARIDO confirming their decision to add a category for Interior Design Services to the RFP.

During the pandemic, ARIDO has continued to advocate for the rights of the profession to practice and relies on ARIDO members to report RFPs for interior projects where interior designers are excluded from bidding or qualifying.

**6 RFPs RESPONDED to
by ARIDO**

Protecting the Title

Title Investigations by Reporting Parties



Cease and Desist Letters Sent

	1st Letter	2nd Letter	3rd Letter	Total
2020	151	14	1	166
2019	56	15	3	74

Provincial Advocacy

In spring of 2020, the Provincial Advocacy Committee set a course for that year's work, prioritizing certain activities and identifying what could be accomplished given the lack of certainty as to when events like the Interior Design Show would take place again. Three priorities were divided among three working groups which each set to their tasks.

1. Create an infographic to explain the interior design process to consumers and stakeholders. This group worked to define the process in clear and concise terms and create an infographic that can be shared with members, and used to outline the process for clients. Look for it in 2021.
2. Compile a list of stakeholders to engage for partnerships or advocacy was developed and strengthening relationships with them will be a continued goal for 2021.
3. Creation of an RFP guide. This group took the existing RFP guides that were created in 20## and reviewed the content in order to create one master guide that includes current situations and practices in the field.

Because of the public nature of these materials, ARIDO's branding and public image became part of the conversation around this work. As there is some tidying and refining to be completed around the external ARIDO brand, the committee has paused the publication of these assets in order to address these concerns and ensure these public-facing materials uphold the ARIDO brand and advance the cause of members externally.

The committee has also chosen to renew the contract with Homes Publishing Group, now Next Home, to remain engaged with a publication which has a province-wide reach.

2020	2019
151	56
14	15
1	3
166	74

Interior Design Show 2020

The Provincial Advocacy and Residential Committees collaborated on a booth design for the 2020 Interior Design Show in Toronto. Lead by Lucia De Biasio and Michelle Mawby, the booth design featured several phases of an interior design project, from the planning and pre-design to a raw construction zone, and a completed space. The booth let attendees walk through each zone and these phases of a project for themselves. An interior wall also featured a gallery wall of images and descriptions of ARIDO's past ROI projects, highlighting the organizations' community initiatives. Meanwhile, the exterior walls displayed information on the Path to Become a Registered Interior Designer and an outline of the building permit process.

ARIDO also presented a panel discussion on Cohesive Co-Living by Registered Members Melissa Tossell and Michelle Mawby, along with industry experts on mortgages and wellness.

Throughout the weekend, members of the Residential Committee offered design consultations with members of the public which were extremely popular. On Saturday, ARIDO had also been invited by IDS to present a 'Design Class' which focused on 'How to Work with an Interior Designer'.

This year, Booth Partners contributed towards the cost of the booth, which was ultimately completely paid for by these sponsorships. Booth Supporters generously donated their product for the booth.



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Diversity and Inclusion

Last June, ARIDO released a statement committing to address the under-representation of Black, Indigenous and people of colour within the interior design profession and ARIDO Board of Management. To support the organization's efforts, the Board created a Diversity and Inclusion Committee which will further ARIDO's continued commitment to foster and uphold diversity and inclusion in the interior design profession.

ARIDO values each of its members, their qualifications, and their right to practice Interior Design in Ontario. This Committee has been reviewing all upcoming priorities and initiatives, as well as identifying activities that do not currently exist, in order to determine where we can enhance and raise the association's commitment to accessibility, equity, diversity, and inclusion for all.

The Committee has focused on four distinct areas:

1. the profession of interior design currently practicing in Ontario
2. potential or emerging designers and increasing their inclusion into the profession
3. supporting ARIDO staff within their workplace and their interactions with others
4. public education around the value of interior design services and its accessibility to clients of all needs.

In late fall, in an attempt to establish a Board that reflects Ontario's multicultural society more fully and to further advance the association's work to uphold equity and diversity, the Nominations Committee released a call for Board nominations seeking members who self-identify

as part of groups which have been under-represented in the past such as:

- Black, Indigenous or People of Colour
- individuals with disabilities
- individuals who identify as LGBTQIA2
- individuals with diverse gender identities
- New Canadians or Permanent Residents

Greater diversity on the Board of Management, furthers ARIDO's mandate to work towards an enhanced and elevated commitment to accessibility, equity, diversity, and inclusion for all within our profession and community.

Last fall, the Diversity and Inclusion Committee had also begun their selection process for an external, third party consultant to lead ARIDO

and the Committee through sensitivity training along with a survey that would engage the ARIDO membership and industry at large in order to collect essential data needed to support committee in meeting its mandates.

ARIDO hired Matrix360, a boutique diverse owned talent management and workplace strategy firm that has formally addressed a need for practical solutions for advancing diversity and equity in the commercial real estate and development industry.

With a focus to eliminate boundaries for underserved, underrepresented, and undervalued diverse groups in workplaces, the committee is excited to begin its work with the Matrix360 team. Work has officially commenced and we are excited to share the Committee's and ARIDO's journey over the next year.



Top row: Golnar Raissi-Dehkordi, co-Chair; Mahesh Babooram, co-Chair; Lucia De Biasio, Kathryn Lawrence, Amy Pothier. Bottom row: Irma Kemp, Sharon Portelli, Sine-Tibeb Workneh, Luipa Tamanna, Maia Roffey..

Intern Competency Review System (ICRS)

The ICRS was launched in 2017 to provide an alternative path to applicants who do not meet the current educational requirements of a 4-year Bachelor's degree from a CIDA accredited institution. Applicants may include individuals who are internationally trained, former grads with a diploma, non-CIDA accredited degrees, and other professions.

216 individuals requested ICRS' information in 2020. These individuals held the following education and training at the time of inquiring about the ICRS:

58 Canadian

- 27 had an Interior Design diploma
- 2 Architects and/or Architect Technologists
- 4 Interior Decorators
- 15 not specified

127 foreign trained

- 62 Interior Designers
- 50 Architects
- 10 not specified
- 5 others

31 not specified at the time

13 applicants successfully completed the ICRS in 2020.

11 applicants are currently in the process of completing their book of evidence.

Upon development of the ICRS, ARIDO was aware of the impact the assessment could play across Canada. ARIDO involved and obtained feedback from various interior designers from other jurisdictions in order to ensure the ICRS was a fully Canadian solution. Other provinces have expressed interest in utilizing the ICRS to assess their alternative path applicants. ARIDO is now working with New Brunswick and Manitoba, utilizing the ICRS to assess their alternative candidates for provincial membership.

For New Brunswick, ARIDO is acting as an independent third-party assessor wherein their applicants enrol directly through ARIDO. directly. ARIDO will then process and review their books of evidence.

For Manitoba, the two provinces are working more closely together wherein Manitoba is handles the enrollment for their alternative applicants' and ARIDO is processing and reviewing their books of evidence.

Financial Report

As we conclude our operational year and my second term as Treasurer is coming to a close, I am proud to take a look back and provide you with my financial report for 2020-2021.

In response to the extraordinary turn of events faced in 2020, you may recall the Finance Committee issued a special update in September to report on how the organization was faring financially and to highlight the Association's operational response to COVID-19.

This past year (like our members) ARIDO's staff, committees, and Board of Management dramatically adapted to change the way we work together. We closed our offices to the public and moved to a work-from-home framework. This allowed us to reduce travel expenses and make great use of our pre-existing technology. On numerous occasions, the Finance Committee and Board revisited our budget which had just been approved at the onset of the pandemic with an aim to reduce the impact of COVID-19.

After abruptly changing course from an in-person AGM in 2020 to a virtual event, we were successful in negotiating a refund of our deposit for the venue and we were able to host the AGM virtually at a lower cost.

With the loss of many of our usual sponsorship opportunities and social activities, we began looking for new ways to engage our membership and we sought alternative revenue sources. We felt it important to also respect the uncertain

times that our industry partners may be facing so we were cautious about requesting their financial support.

Some of our alternate revenue streams this past year included renting our vacant property for furniture photo shoots, modest costs for webinars that we've hosted, and tapping into available government funding. These types of initiatives will continue into 2021.

After the departure of our tenant 3H, our vacant office space was immediately put on the market for lease. Due to the unexpected decrease in demand for commercial space, our search for a new tenant continues. Our budget for 2021 includes a modest amount of rental income in the hopes that we may secure a tenant mid way through the year.

Though the government assistance we received was a huge help to ensure that we could continue to meet our operational commitments, we did experience a revenue shortfall in 2020. After consulting with our Financial Advisor, we determined it was best to withdraw funds from our investments with a commitment to develop a plan for rebuilding those investments.

Most importantly for 2020 and beyond is ARIDO's ability to support our valued membership. In 2020 the decision was made to extend the deadline of annual dues before terminating members for non-payment. We also took the time to review and create a more robust policy around our existing Registrar's

Discretionary Fund. This fund has always been in place to assist members who may be experiencing financial hardship by covering a portion of their annual dues. Coupled with our extremely flexible payment plans, the staff and Board at ARIDO believe that no member should be forced to give up their title due to financial strain. For 2021 we had approved a modest increase of 1.5% which is below that of most previous years.

This past year was not only remarkable due to the global pandemic, but also for the heightened momentum around racial justice. ARIDO has recognized that we could and should do so much more to build a strong design community of diverse individuals. This is why we are investing heavily in 2021 to enlist the assistance of outside help to guide us to a more inclusive, diverse and equitable Association. The Board of Management, staff, and our Diversity & Inclusion committee will undergo training this Spring. We will be reaching out to members to get more insight into the diverse makeup of our industry so that we can continue to do better moving forward.

With the cancellation of the annual Awards Gala in 2020, the Board decided it was the right time to review and overhaul the typical awards and recognition process. A committee was struck and recommendations were made to the Board. Each year this event is not only an incredible opportunity to network and celebrate our achievements, it is also one of the largest sources of revenue for ARIDO. Compared with

This past year ARIDO has also invested heavily in the development of resources and tools for members in the areas of practice management to support them in their own success.

a typical year, we are forecasting a decrease in revenue for this event in 2021 but we are nonetheless very excited to launch the new program with a focus on inclusivity, and allowing for virtual opportunities to engage with industry sponsors.

This past year ARIDO has also invested heavily in the development of resources and tools for members in the areas of practice management to support them in their own success. We collaborated with our legal, insurance, marketing and financial partners to bring webinars, toolkits and a variety of resources that we believe members have been seeking from their Association.

Looking back on 2020 and all of the challenges that came along with it, I am extremely pleased with the hard work and dedication by our staff and volunteers. Ending the year with a deficit of only \$19,567 speaks volumes for the preparedness and professional way that ARIDO as a whole has been operating in recent years.

Here is the final summary of the organization's finances at the close of 2020:

Revenue

- Increase in membership fees from \$716238 in 2019 to 756803 in 2020,
- Increase in 2020 rental income 92589 VS 76146 in 2019.
- Government grants and loans- \$195, 027 in CEWS and \$40,000 CEBA
- Investment Interest - \$50, 786

Expenses

- Halt to major events resulted in no costs for Gala and reduction in costs for a virtual AGM.
- \$60, 000 from our General Fund Investments were used to support daily operations for the last quarter.
- \$30, 000 from our Regulatory Fund Investments were used to fund regulatory initiatives.
- Our largest expense was the completion of the development work for CMIDER at \$140,000.
- Cutting our travel and moving meetings to virtual allowed us to realize only 39% of annual meeting expenses.

Reflecting on my time with the Board of Management, the past six years have provided me with tremendous growth as a professional. I have had the opportunity to gain exposure to many aspects of running an organization such as government relations, accounting, human resources, marketing and much more. These responsibilities may not have otherwise been available to me in my day-to-day life as an Interior Designer.

I've had access to an amazing team of mentors whom I was proud to work alongside, and all of this gave me the confidence to start my own design practice two years ago.

In closing, I would like to thank everyone for their contributions and I highly encourage each and every member to consider volunteering time to ARIDO. I firmly believe that you get back what you put in. Thank you.



Daniel Long

VP, Finance

ARIDO Fellows

A Fellow is one who is presently or was previously a Registered Member and who, through distinguished service, has directly or indirectly contributed to the greater recognition or betterment of the Association, the interior design profession or the applied arts. ARIDO is grateful for their contribution and continued support of the profession.

Annick Mitchell

Jo Anne Stewart

Dorothy Stern

Deceased Members

ARIDO would like to remember the following members who passed away in 2020. Our deepest sympathies to their family, friends, and colleagues.

Anthony (Tony) Cresswell-Jones

Janet Gasparotto

John Kitamura

Brent McAllister

Life Members

Life Members have been members of ARIDO for 30 years or more and are now retired from the profession.

Catherine Ambler

Sandy Stocks

Lucinda Harp

James Sweeney

Debra Inglis

John Taylor

Rachel Kahane

Susan Topping

Melanie Keane

Dunja Turner-Lackovic

Diane Kettner

Trevor Kruse

David Li

Linda Lohmus

Wendy MacLeod

Sigrid McCandless

Thomas Novosedlik

Ellen Pladsen

Antony Polyzotis

Janice Soutar

Lisa Stables

New Registered Members

From January to December 2020, 25 individuals have joined ARIDO as Registered Members. ARIDO is pleased to congratulate these members on achieving Registered Membership.

Jordane Bluesz

Haley Maharaj

Bessie Chan

Jessica Meulendyks

Yoona Cho

Sandra Neill

Rhian Cockram

Jennifer Neilson

Maria Fejerpataky

Lanna Ng

Katherine Friedbacher

Candace Oberholtzer

Emilie Gauthier

Andrea Pierre

Andrew Hachey

Lauren Poetker

Viola Ho

Yan Shi

Shannon Kehoe

Eva Kochanski

Michela Kochanski

Meghan Lee

Tanya Lukezic

Michael Machnic

Kourtney Madeley

Student Scholarships

Norma Ruth Ridley Scholarship

The Norma Ruth Ridley Scholarship, previously the ARIDO Provincial Scholarship, honors interior design students who display impeccable professionalism and ethics and who understand the importance of good business practices and professional standards. Applicants are judged in five areas: academic

achievement, professionalism, community involvement, character and communication. Program Chairs from each ARIDO-recognized school may submit the name of one student to be considered for the \$2,000 scholarship, presented each year at the ARIDO's Annual General Meeting.

1st Place **Leah Lorentz**, Conestoga College

2nd Place **Nina Kwei**, Yorkville University

3rd Place **Anastasiya Nesterenko**, Georgian College

CTI Working Environments Scholarship

Funds for the CTI Working Environments scholarship are raised from the annual Signatures Event, where interior designers unleash their inner artist by painting ceramic dishware for auction.

Delaney Leefe
Algonquin College
Eastern Ontario Chapter

Rachel Morris
OCAD U
GTA Chapter

Jackie Cooper
Conestoga College
Grand Valley Chapter



ARIDO Art Appreciation Award in partnership with Doner Turrin Inc

The ARIDO Art Appreciation Scholarship in partnership with Doner Turrin is intended to promote the appreciation of artwork within the Interior Design process and application. Interior Design students in the first year of their

post-secondary program are invited to submit an application for a scholarship in the amount of \$500 provided by Rachel Turrin, Principal Art Consultant at Doner Turrin Inc.

Chi Zhang, Yorkville University



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Nadia Kuhni, President-elect

Lucia De Biasio, Past President

Daniel Long, VP Finance

Jennifer Warling, Secretary

Sharon Portelli, Executive Director /Registrar

Adrian Berry, Director

Tatiana A. Soldatova, Director

Darryl Balaski, Director

Golnar Raissi-Dehkordi, Director

Karin Crawford, Director

Jordan M. Fang, Intern Director

Neal Prabhu, Educator Director

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Juanita R. Dielschneider, Eastern Ontario Chapter President

Karen A. Sergi Barron, Southern Ontario Chapter President

Lesley Mason, Western Ontario Chapter President

Naji Mourani, Greater Toronto Area Chapter President

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Tatiana Soldatova
Bryan Chartier
Bryan Stone
Donna Dolan
Isabelle Talbot
Maia Roffey
Neal Prabhu
Paul DaCunha
Robert Reid
Victoria Horobin
Sharon Portelli, ARIDO staff
Irma Kemp, ARIDO staff

ARIDO / OAA Joint Task Force

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David Gibbons
Sheri Crawford
Nadia Kuhn
Sharon Portelli, ARIDO staff

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Golnar Raissi, co-Chair
Dolores Pian
Olga Evstifeeva
Brooke Anderson
Mohamad Ayoun
Katherine McNabb
Ali Moenck, ARIDO staff

Diversity and Inclusion Committee

Golnar Raissi, Art In Design Inc.
Mahesh Babooram
Amy Pothier
Kathryn Lawrence

Diversity and Inclusion Committee (continued)

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Luipa Tamanna

Maia Roffey

Sine-Tibeb Workneh

Sharon Portelli, ARIDO staff

Irma Kemp, ARIDO staff

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Jennier Warling

Karin Crawford

Sharon Portelli, ARIDO staff

Irma Kemp, ARIDO staff

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Melissa Munroe

Linda Bischoff

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Mirna Aodesh

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Ying Yang

Nassila Oudahmane

Maegan Rose Mehler

Michelle Lan

Nicolas Burbano Diaz

Qiuyu Qian

Shaiye Laurente

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(continued)

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Isabel Reynolds

Kailey Kovacs

Armaan Mohamed

Leticia Maciel

Luipa Tamanna

Parastoo Hafezalkotob

Syrine Bel Hadj Ali

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